



**KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT**

(For schools re-visited during the 2009-2010 school year)

School: **East Ridge High School**
Prepared By: **Gordon Bocock**
Date of Re-Visit: **January 13, 2010**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By:

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

x	A	Substantial Proportionality
x	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments:

The annual reports of the last three years have East Ridge High School meeting the Title IX requirements of Test 1.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments:

The annual reports of the last three years have East Ridge High School meeting the Title IX requirements of Test 2.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments:

After further review of the most recent student interest survey, there appeared to be ample interest in girl's golf, soccer, and tennis. After review of the Gender Equity Committee minutes, there was no documented evidence to show any follow up in regards to adding any of these sports.

Without that documentation, it appears that East Ridge High School does not meet the standard for Test 3.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments:

Based on the most recent Student Interest Survey and the Gender Equity Committee minutes, East Ridge High School has no documentation to verify follow up of viable student interest in sports of girl's golf, soccer, and tennis.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		The most recent student interest survey shows some interest in adding sports. The Gender Equity Committee minutes at East Ridge High School show no documentation to verify follow up of viable student interest in the sports of girl's golf, soccer, and tennis.
Equipment and Supplies	x		Uniforms appeared to be of like quality and number for all sports. There is a written guideline for purchase of uniforms, but not one that indicates order of rotation. Based on interviews of coaches, inventories of equipment are kept and submitted to the athletic director at the end of each season.
Scheduling of Games and Practice Time	x		Based on review of schedules provided, East Ridge High School meets the requirement for prime time contests for girls' basketball. After review of documentation, it appears there is equity in the sharing of facilities, game times, and practice times for like sports. A posting of a schedule for facility usage was evident and available in the athletic director's office. A master schedule of all events is located in the main office.
Travel and Per Diem Allowances	x		Based on interviews of administration and coaches, travel to all contests is done by school bus. There is a written guideline regarding mode of transportation, but not one that includes per diem or provision for purchase of meals or housing.
Coaching	x		<p>Students interviewed were very positive about the coaches at East Ridge High School. It appeared that coaches are accessible for student needs and contact.</p> <p>Due to the growth and expansion of the sports programs of East Ridge and the levels of play, it appears that the number of coaching positions has not been consistent with this growth. Assistant coaches are only evident in football and basketball. Volunteer coaches are used, but are not listed as positions on board approved list and therefore, receive no stipend pay.</p>

Locker Rooms, Practice and Competitive Facilities	x	<p>The locker rooms, practice and competitive facilities are of like quality for teams of both genders. With the exception of golf and cross country, all facilities are located on campus. All locker rooms have the same amenities and all teams have access to laundry, ice machine, and training room usage. At the present time, locker rooms are not designated for use by all sports and no written assignment list is in place.</p>
Medical and Training Facilities and Services	x	<p>Based on conducted interviews, athletic physicals were provided for the athletes of East Ridge High School, at no cost. This is a great service and the administration should be commended. At the present time, coaches are performing many of the duties of an athletic trainer regarding prevention and care. There is no athletic trainer at East Ridge High School.</p> <p>The posted weight room schedule appears to accommodate all sports. There were few female weights or conditioning type equipment observed.</p>
Publicity	x	<p>There are equitable amounts of publication for like sports in the way of posters, schedule cards, and special event programs. It appears that teams and athletes are recognized through pep assemblies, PA announcements, and athlete of the week recognition. It appears that each sport hosts a recognition banquet at the end of each season. A written guideline is in place for general awards recognition and banner display; however the specifics for awards achievement are not outlined.</p> <p>Submitted documentation also showed no expense for awards or recognition.</p> <p>According to submitted documentation, there is one cheer squad that cheers for all boys and girls home contests, and away district contests.</p>

Support Services	x		Submitted documentation showed evidence of office space assigned for each sport. Not all sports have booster clubs. Auditors were able to view all signed booster agreements. The purchasing process with booster funds is not consistent with all sports. The request of purchase using school funds follows rebook procedures.
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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

The school has done a good job in recognizing needs and placing these needs in a Corrective Action Plan. However, there appears to be no follow up action taken by the Gender Equity Committee. The Gender Equity Committee minutes are vague and really give no indication as to what actually went on in the meetings. The Athletic Director needs to get the Gender Equity Committee more involved and then make note of this involvement in the actual minutes of the meeting. The Gender Equity Committee is encouraged to continue to look at not only current needs but to have a long range corrective action plan.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

At the present time there were no overall deficiencies found in the girls and boys programs.

7. Observed Deficiencies in Overall Girls and Boys Athletics Programs

At the present time there were no overall deficiencies found in the girls and boys programs but there are some areas that need to be looked at by the Gender Equity Committee . . .

- The 2010 Student Interest Survey needs to be given in the very near future and the Gender Equity Committee needs to take a serious look at the interest of the students. If the Student Interest Survey shows a strong interest in Girls Golf, Girls Soccer and Girls Tennis, as the last survey did, immediate action needs to be taken. The committee needs to put a corrective action plan in place to determine if this interest is real and genuine. A copy of the Survey and the corrective action plan needs to be sent to the KHSAA with the April 15, 2010 annual report.
- The Gender Equity Committee needs to re-evaluate the current Uniform Rotation Plan and update it to include each year that every sport is expected to receive a new uniform. A copy of the new Uniform Rotation Plan needs to be sent to the KHSAA with the April 15, 2010 annual report.
- The Gender Equity Committee need to re-evaluate the current Travel Policy. A new policy should be developed that would include all aspects of Travel and Per-Diem. A copy of the new Travel and Per-Diem Policy needs to be sent to the KHSAA with the April 15, 2010 annual report.
- The Gender Equity Committee may need to look at the growth of some of the sports currently offered. It appears in some areas that assistant coaches have not been added to match the increased participation of athletes. Are all the junior varsity and freshmen programs receiving the same opportunities in all sports, especially in the area of assistant coaches? This should be addressed in the Gender Equity Committee minutes and a copy of all the 2010 minutes should be forwarded to the KHSAA with the April 15, 2010 annual report.
- At the present time all the sport teams at East Ridge are not provided with the opportunity to have a dressing room where they can change into practice or competition uniform. They simply have no place to place there personal items or have any privacy. The Gender Equity Committee need to tour all the dressing facilities and put together a plan that will have locker room assignments for every sport at East Ridge. A copy of this plan is to be sent to the KHSAA with the April 15, 2010 annual report.
- The Gender Equity Committee needs to look at ways to make the weight room more female friendly and to develop a corrective action plan to see that the plans become a reality.
- The Gender Equity Committee needs to address the issue of all coaches having access to all of the medical and training needs of the student athletes. Contact should be made to all local medical outlets in the area to insure that the student athletes are receiving the best daily and long range care as possible. Make sure that your action is addressed in the Gender Equity Committee Minutes.

- The Gender Equity Committee needs to evaluate the Awards Policy and make sure that it is updated to include all the areas of awards. After looking at the last annual report it was obvious that all sports end of year banquets were not being recorded in budget expenses. The committee needs to check to see that all expenses are being reported correctly on the T-35 and T-36 forms.
- The Gender Equity Committee needs to come together and make sure that all Booster Clubs have agreements. Not all booster clubs are on the same page at this time and the Committee needs to put the corrective action plan in place that would make everything equal for all the student athletes. Make sure that this action is documented in the minutes that will be sent to the KHSAA.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were no deficiencies at this time but, the Gender Equity Committee needs to have several meeting between now and April 15 to put together corrective action plans and develop policies that will benefit the current student athletes at East Ridge High School.

9. Personnel In Attendance at Audit Meeting

<u>High School Title IX Coordinator</u> H. Mack Gibson P.O. Box 10 Elkhorn City, Kentucky 41522 606-835-2811	<u>District Title IX Coordinator</u> Ancie Casey Pike County School Board Pikeville, Kentucky 606-432-7700
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Name	Title	Phone Number
H. Mack Gibson	Athletic Director	606-835-2811
Donna Ratliff	Financial Secretary	606-835-2811
Denise Campbell	Girls Basketball Coach	606-835-2811
Breanna Bentley	Student Athlete	606-754-9066
Cody Williams	Student Athlete	606-835-4247
Kevin Justice	East Ridge Principle	606-835-2811
Kathy Johnston	KHSAA Audit Team	859-494-2509
Gordon Boccock	KHSAA Title IX Auditor	859-299-5472

9. Comments

There was no one that showed up for the public forum. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and it was easy to find the necessary documents. Mr. Gibson was very helpful and answered all questions as we toured the athletic facilities. The two students we that we talked with were well informed with Gender Equity issues and have attended several meetings and seen the various reports. These two student athletes have really enjoyed the time they have spent at East Ridge High School. The female coaches were very receptive and are pleased with the progress that Title IX has made at East Ridge High School. The Athletic Director, Principal showed up for the interview, but the District Title IX Coordinator was not present.

With the development of some policies, things will be in place that will help make the control of boosters easier and will give the Athletic Department more direction..